

INTISARI

Penelitian ini dilakukan dengan tujuan untuk melihat pengaruh variabel pengukuran kinerja nonfinansial, kejelasan peran, dan keadilan procedural terhadap kinerja manajerial. Penelitian ini menggunakan metode pengumpulan data yaitu *purposive sampling*. Subyek dalam penelitian ini adalah manajer atau kepala dalam lembaga keuangan mikro di Kabupaten Jepara dengan jumlah 111 responden. Pengujian analisis data pada penelitian ini menggunakan PLS (*Partial Least Square*).

Berdasarkan analisis yang dilakukan diperoleh hasil bahwa pengukuran kinerja non finansial berpengaruh positif terhadap keadilan prosedural dan kejelasan peran dan pengukuran kinerja non finansial berpengaruh positif terhadap kinerja manajerial yang dimediasi oleh keadilan prosedural dan kejelasan peran.

Kata kunci : Pengukuran Kinerja Non Finansial, Keadilan Prosedural, Kejelasan Peran, Kinerja Manajerial, Pemediasi

ABSTRACT

This research was conducted to see the effect of the influence of non financial performance, role clarity, and procedural fairness towards managerial performance. The samples in this study using data collection method is purposive sampling. This study used a sample of manager of Micro Finance Institutions in Jepara. The samples used as many as 111 respondents. The test data analysis in this study using the PLS (Partial Least Square) through software SmartPLS.

Based on this analysis that has been done, the result are influence of non financial performance have a positive effect on procedural fairness and role clarity and non financial performance have a positive effect on managerial performance that mediating by procedural fairness and role clarity.

Keywords : Non Financial Performance, Procedural Fairness, Role Clarity, Managerial Performance, Mediating.